

# EXHIBIT QQQ

**From:** Patricia\_Saunders@m-chem.com  
**Sent:** Tuesday, December 1, 2015 8:16 AM  
**To:** Jennifer\_Fischman@m-chem.com  
**Cc:** Donna\_Costa@m-chem.com  
**Subject:** Re: Salary

Jennifer,

Annual base salary effective 11/30/2015: \$230,826  
Bonus rate effective 11/30/2015: 17%  
Annual bonus for FY2015 will be paid pro rata:

- For the period 4/1/2015 - 11/29/2015 bonus at 25% of \$300k
- For the period 11/30/2015 - 3/31/2016 bonus at 17% of \$230,826

Per the terms of our bonus program, bonus awarded in any year is at the Company's discretion. To receive bonus payment an employee must be employed by the Company on the bonus pay date.

Thanks,  
Pat

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Patricia Saunders  
Director, Human Resources  
Mitsubishi Chemical Holdings America, Inc.  
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NY, NY 10017  
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📧 Jennifer USA0458 Fischman---11/30/2015 06:37:18 PM---Pat, When you have a chance please confirm the details of my pay increase and pro rata bonus target

CONFIDENTIAL

Def 000465

From: Jennifer USA0458 Fischman/USAP/USA  
To: "Patricia Saunders" <Patricia\_Saunders@m-chem.com>  
Date: 11/30/2015 06:37 PM  
Subject: Salary

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Pat,  
When you have a chance please confirm the details of my pay increase and pro rata bonus target we discussed today in an email so I have it for my records.  
Thanks

Regards,  
Jennifer

Jennifer S. Fischman  
Assistant General Counsel  
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